

The Detroit Transmission Division is the largest manufacturer of both automobile transmissions and precision gears in the world.



The Willow Run plant of Detroit Transmission Division is located on 300 acres, the buildings number 37, and there is 4,500,000 square feet area in the main building.

Open House Number

PUBLISHED MONTHLY BY EMPLOYEES OF DETROIT TRANSMISSION DIVISION OF GENERAL MOTORS

November 23, 1954

## 'GOLDEN CARnival' OPEN HOUSE CELEBRATION ATTRACTS THOUSANDS

### Division hails achievement of GM's 50,000,000th car.

#### ACCIDENTS CAN BE PREVENTED

It is with pride that we point to our 1954 accident prevention program at Detroit Transmission Division. Through the wholehearted cooperation of all our employees and supervisors it will prove to be one of the safest years in our Division's history.

Much could be said about the various accident prevention programs used to stimulate safety consciousness among all in our division. However, the attitude of General Motors' management toward safety is a large contributing factor toward our fine safety performance.

"Safeguarding our employees is the most important task before us at all times." This attitude constantly prevails in our division. The principles which guide our safety activities rest upon this conviction: As long as one of our employees get hurt or is affected by an occupational disease, our job is not done. We consider that unless we show an improvement in our safety record for each year over the preceding year, we have not met our full responsibility.

The Safety Director would like to take this opportunity to pay tribute to the Superintendents, General Foremen, Foremen, and to the Men and Women working in our division. Each has played his or her part in helping to make this outstanding safety record possible at Detroit Transmission Division.

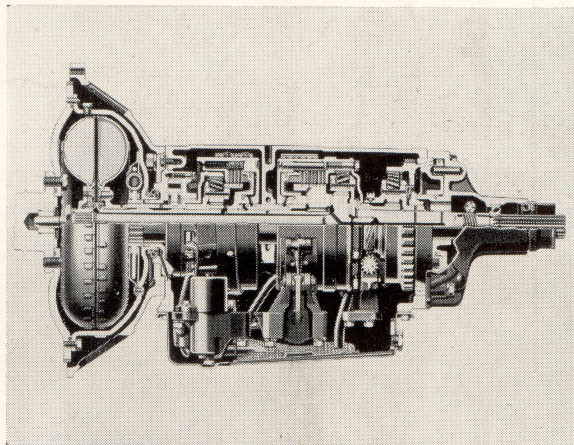
Your Safety Department strongly feels—"Accidents Can Be Prevented." A lot of people still think accidents just happen—that they are just due to "bad luck." These same people would laugh if you said they are superstitious. But the attitude that accidents just happen, that they can't be avoided, is just as ridiculous as that old wives' tale about black cats and broken mirrors.

Nothing could be farther from the truth than this stuff about accidents being unavoidable. Experts say that practically all accidents—say 90 out of a hundred—are avoidable.

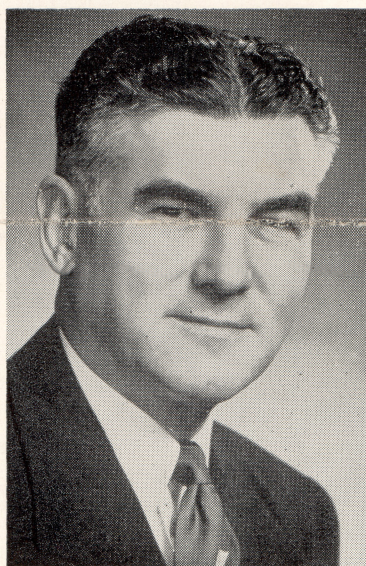
And if you want more proof, just look at the terrific drop in accidents that has taken place in the last 20-30 years. There would be no accounting for this drop if accidents "just happened." The fact that we've cut down the accident toll shows we can do something about them, that they can be prevented.

Now the one or so out of a hundred accidents that cannot be prevented might be called "acts of God." They are things like lightning striking, earthquakes, tornadoes, tidal waves, and so on that we are practically powerless to prevent—although we can take precautions against these that

(Please turn to Page 4)



"THE GEM OF GENERAL MOTORS"



Edward A. Kaegi

#### Message From The General Manager

It is our hope that you have found your tour through this Division interesting and educational. You now realize, we are sure, why we have for fifteen years been the largest manufacturer of automatic transmissions in the world, and why the Hydra-Matic is such an excellent product.

We are proud of the manner in which all of our employees are working together in maintaining quality in production, producing efficiently, working safely, contributing regularly to the blood bank, supporting the Torch Drive, and engaging in numerous other worthwhile activities.

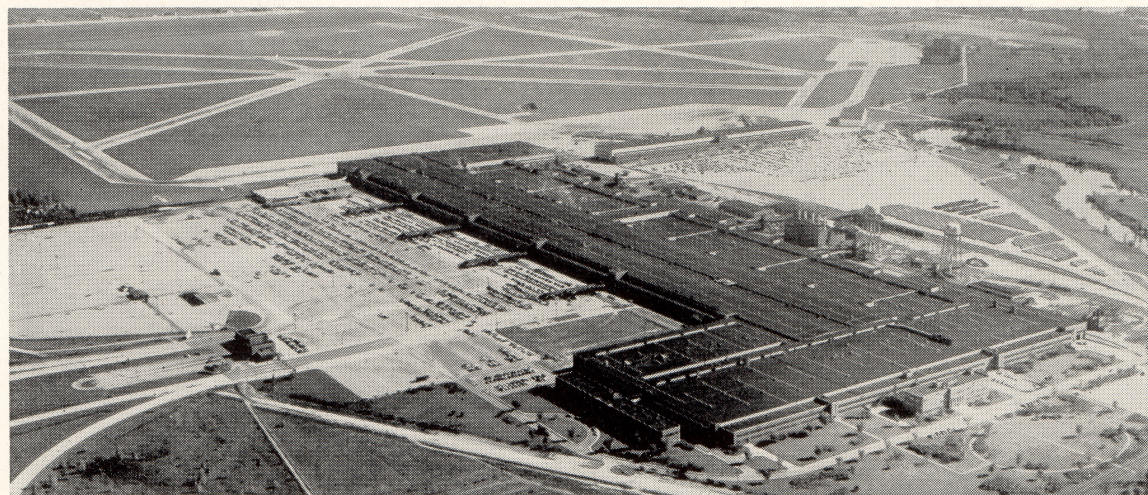
We are thankful to live in a country where fine teamwork, cooperation and consideration for others is the rule rather than the exception; thankful to be Americans in the greatest country on earth!

We are very happy to have had you visit us today. Thank you for coming.

*E. A. Kaegi*

General Manager

November 23, 1954



## Detroit Transmission Division, Ypsilanti, Michigan

#### DETROIT TRANSMISSION DIVISION MAKERS OF HYDRA-MATIC

Detroit Transmission Division has now produced 5,807,553 Hydra-Matics for our customers. It might be well to review our history and progress on this the anniversary of General Motors 50 Millionth vehicle produced.

Development of the Hydra-Matic started twenty-four years ago in 1932, but it was not until 1939 that we shipped our first production transmission to Oldsmobile for their 1940 automobile. In those days there were only 498 employees and 150,000 square feet of floor space. Today we have grown to 8,000 employees and 2,332,446 square feet of plant area.

In the early development days there were a lot of important questions that had to be answered long before production started. In the first place we had to come up with a transmission that was better than the public had ever used and that few people had ever dreamed of.

Our transmission at least had to be equal, if not better, than a conventional hand-shifted transmission in matters such as economy and performance. If possible, we wanted a drive that would contribute to gas economy and improve the car's performance. On top of this it had to be completely automatic. We wanted a transmission that shifted at the right time, depending on the driver's wishes, expressed through the pressure he placed on the throttle. We had to have a drive that was sensitive to road conditions and the capacity of the engine. There was also the questions of the public acceptance. Would the driving public pay the extra cost of such a device? It was important too, that this cost be kept down so as to reach as wide a market as possible.

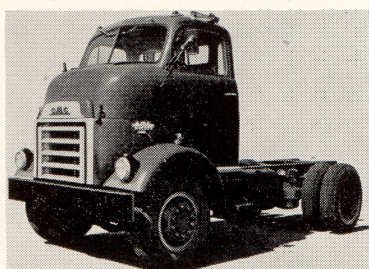
With the courage and daring that is typical of American industry, General Motors gave the go-ahead on our design.

During 1954 we have supplied the following customers:

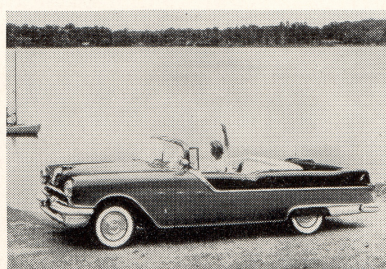
|            |                 |
|------------|-----------------|
| Oldsmobile | K.F.            |
| Cadillac   | Willys          |
| Pontiac    | Hudson          |
| Lincoln    | GMC Truck       |
| Nash       | Chevrolet Truck |

On top of all this expansion, the design of the Hydra-Matic has not remained static. It has been constantly refined and improved. Our postwar transmissions reflected experience gained in producing transmissions for the military. In 1950 we introduced new control devices that resulted in much smoother operation. 1951 brought our finger-tip control reverse. 1952 produced the revolutionary Dual Range Hydra-Matic. 1953

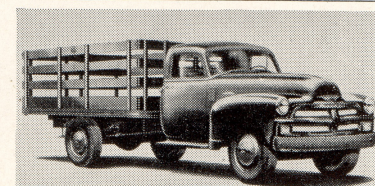
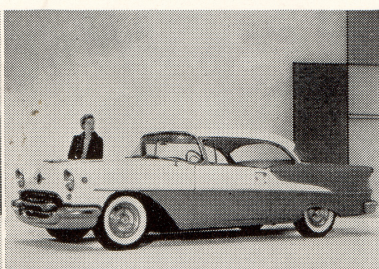
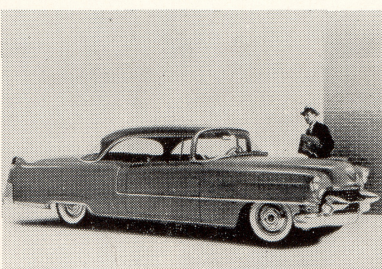
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GMC Heavy Duty 660 Diesel Tractor with Hydra-Matic.



LEFT: 1955 Pontiac Star Chief Convertible with Hydra-Matic; CENTER: 1955 Cadillac Series 62 Coupe de Ville with Hydra-Matic; RIGHT: 1955 Oldsmobile "98" Holiday Coupe with Hydra-Matic.



1954 Chevrolet ton stake truck with Hydra-Matic

★★★★★DIVISION'S FIVE STAR HYDRA-MATIC CUSTOMERS★★★★★



**GENERAL MOTORS GROUP INSURANCE PLAN**

The General Motors Group Insurance Plan which became effective December 1st, 1950 was developed and designed to provide for the personal insurance needs of General Motors employees at a low cost to themselves. This is possible because General Motors buys a share of the price of each individual policy and all of the administrative costs. The Insurance Plan provides an income just when employees and their dependents need it most . . . at the time of sickness, accident, and death. Further details can be secured at the Insurance Records Department.

**SOMETHING FOR TOMORROW — RETIREMENT**

In addition to retirement benefits you would receive from the Social Security Commission, General Motors provides a retirement income for eligible Detroit Transmission Employees.

This is based on age and years of experience with General Motors. Further information can be obtained by consulting the Pension Section of the Personnel Department.

**HIGHLIGHTS OF PENSION PLAN**

(1) An employee may retire and be entitled to receive a pension upon attaining the age of 65, and having completed 10 or more years of credited service, but no employee is required to retire by reason of age alone before January 1, 1952 or his 68th birthday, whichever date is later.

(2) An employee who has attained the age of 68 or over on or after January 1, 1952, shall be automatically retired on the first day of the month immediately following his 68th birthday.

(3) An employee may retire at his option, or be retired at the option of the Corporation or under mutually satisfactory conditions, after attaining the age of 60 but before the age of 65 if he has 10 years or more of credited service. He may then select a pension beginning at age 65, or a pension in a reduced amount beginning with the date of early retirement.

(4) An employee with at least 15 years of credited service who becomes permanently or totally disabled, may retire after attaining the age of 50 and before the age of 65 and be eligible for a disability pension.

**BLUE CROSS SERVICE PLAN**

Blue Cross Hospitalization Service Plan to help defray hospital expenses and surgical service plans to help defray surgical expenses can give protection to both you and your family through General Motors enrollment.

General Motors makes a substantial contribution toward the cost of your membership in these plans, depending upon the type of service selected by you according to your marital status and number of dependents. As a convenience, your portion of the membership fees is paid through payroll deductions.

Blue Cross today pays for an average of 146 hospital admissions for each 1,000 members. This represents an increase of 5 admissions per 1,000 members since 1953.

While at the same time hospital charges per each admission have risen from an average of \$150.00 in 1953 to \$172.00 at the present time, an increase of 15%.

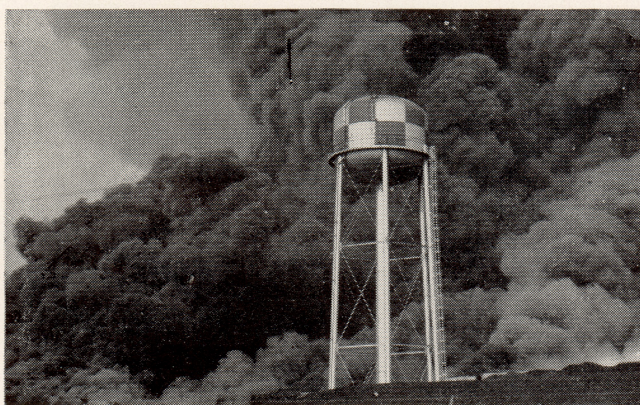
Present enrollment of 3,140,000 represents more than half the families in the state of Michigan. Last year 438,000 Blue Cross members received the hospital care prescribed by their doctors. Their length of stay was determined by their doctors and by their needs as patients, not by arbitrary limits.

**DETROIT TRANSMISSION DIVISION SERVICE RECOGNITION PROGRAM**

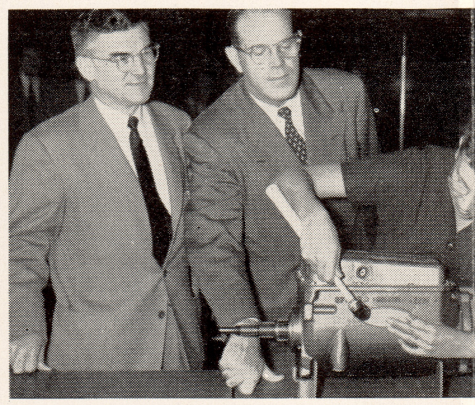
In 1948 our division established a Service Recognition Program for those employees whose continuous and unremitting efforts over long periods play such an important part in our Division's progress.

As of May 31st of each year employees who have completed five, ten, fifteen, twenty or twenty-five years of continuous service with our division (and those who are entitled to carry service recognition from other General Motors Divisions) are given awards commensurate with the years of service represented, together with Certificates of Recognition covering the total continuous service period.

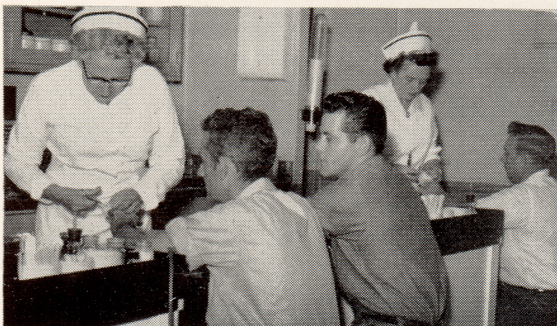
Twenty-five year award's will be presented by the General Manager of the Division at a dinner to be held annually in honor of the Quarter Century employees.



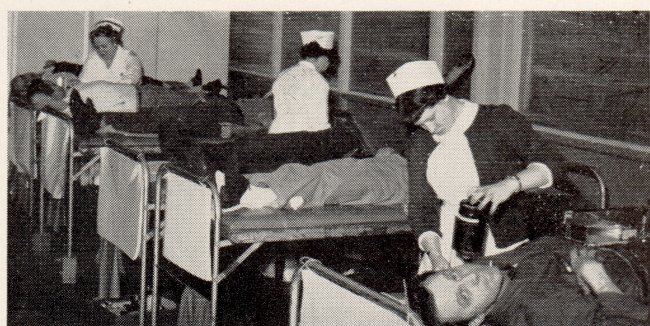
Disastrous Livonia Plant fire—August 12, 1953.



Twelve weeks after fire first Hydra-Matic



Modern Medical Department serves employees.



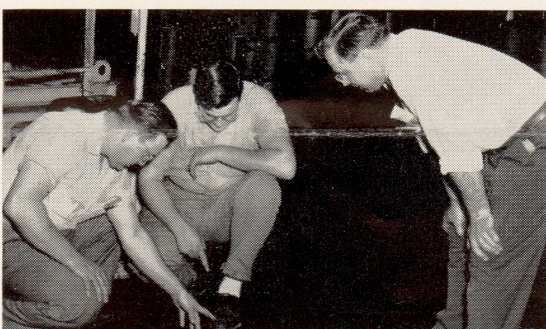
Seventh Blood Donoring program.



Good, clean, well prepared food in cafeteria kitchen.



Luncheon line-up in hourly cafeteria.



Toe saved by wearing safety shoes.



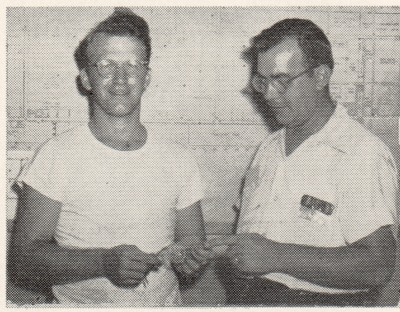
Busy safety shoe store at division.



TEAMWORK II



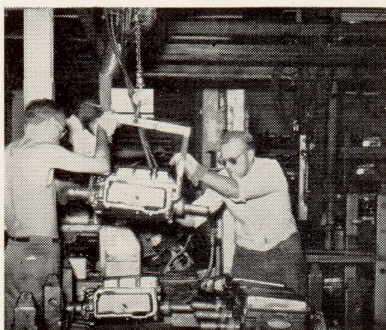
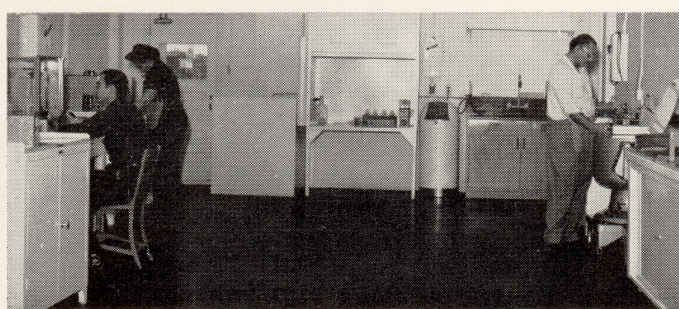
Poster Board reminder of safety glasses.



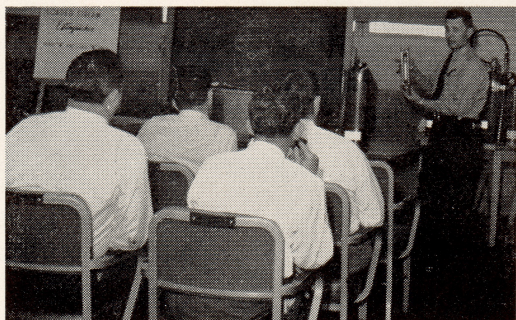
Another eye saved by wearing safety glasses.



Division's busy switch board.

Quality is our business—  
all day—every day.Hydra-Matics on their way  
in Shipping Dep't.

Dirt Control Laboratory.



Plant Fire Brigade School.



Instruction on use of fire mask.



Instruction on use of the Pneolator.

The Division's fully  
lance for use in or





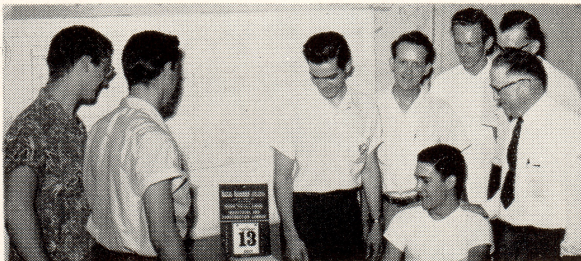
ic produced, November 4th.



Employees hail the achievement of the first post-fire Hydra-Matic.



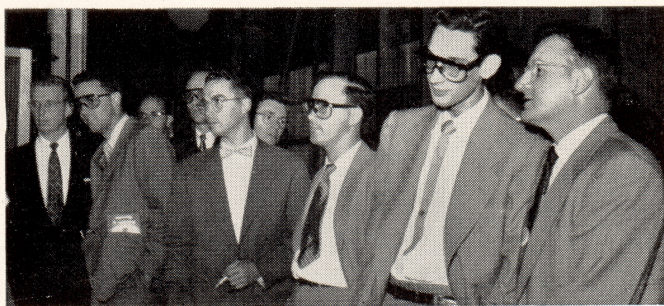
Department farewell to a retiree.



"Good-bye" to a military released employee.



Presentation of yearly service awards.



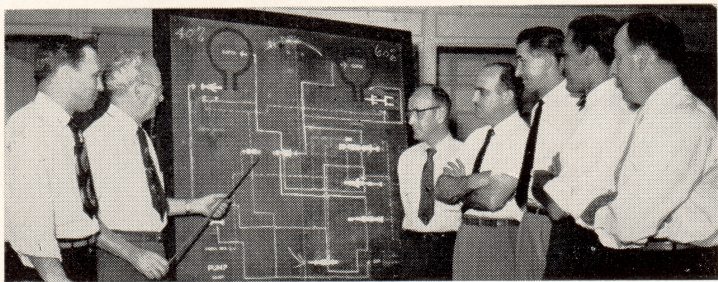
One of the many "plant tours".



100% wearers of safety shoes in this department.



\$2500. Suggestion Award pays cost of employees' garage.



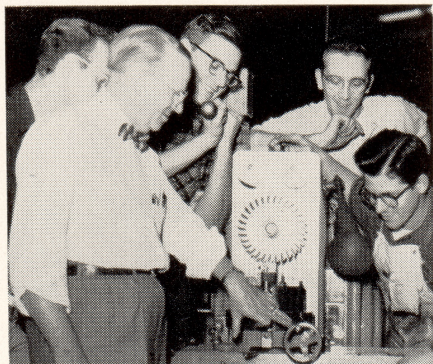
Service Department school on Hydra-Matic.



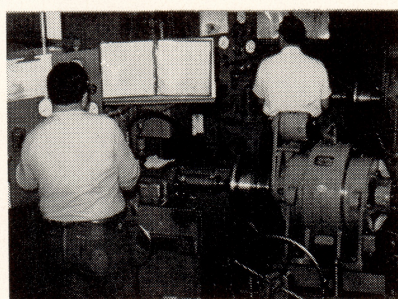
Poster Board safe driving reminder.



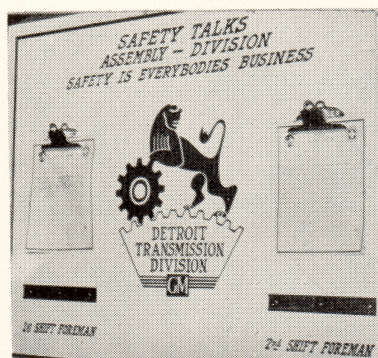
pose with 5,000,000th Hydra-Matic.



Apprentice School at Division.



Departmental "Good House-keeping" is a must.



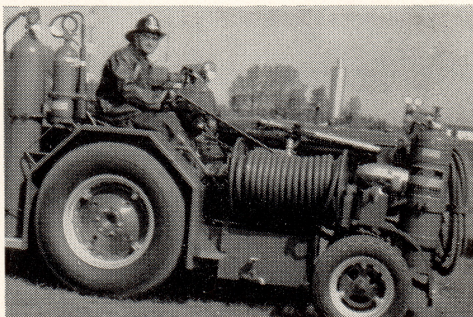
Safety talk boards in every department.



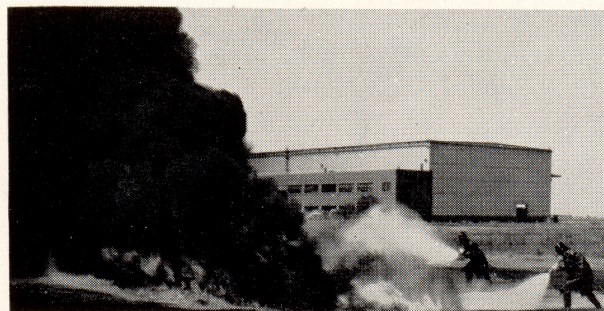
y equipped ambu-around Division.



"Little Mo" always ready to go.



One of the Division's two fire tractors.



Fire Department of Division stages demonstration.

## THE MEDICAL DEPARTMENT

The Medical Department staff consists of Dr. G. A. Eadie, Medical Director, Dr. M. Hanchook, Plant Physician, Dr. G. R. Forrer, Assistant. The nursing staff consists of eleven nurses, Miss Isabel Phelan, supervisor and Mr. W. Walker, Physiotherapist. There are two medical secretaries. The Medical Department renders services during all working hours.

The Medical Department consists of the main hospital and a first aid station. Modern facilities are available including complete x-ray department, electrocardiograph, audiometer for hearing testing, special eye testing apparatus, complete hydrotherapy department, short wave treatment and a well equipped modern operating and sterilizing room. Consultations for employees are furnished at all times regarding any health problem. A well rounded program for selective placement is maintained in cooperation with the Personnel Department. Attempts are made to selectively place the right person in a suitable job. Health maintenance of employees is provided by periodic examinations. This service includes x-ray and other examinations as indicated. The Medical Department in cooperation with the Safety Department conducts periodic inspections of operations including cafeteria facilities.

Our nursing staff consists of all graduate nurses registered in the state of Michigan. Counseling services are given to employees by the Medical Department in cooperation with Mrs. Ina Gore, our Womens' Counsellor.

The Division maintains a blood bank for use by all employees and their dependents. It has proven its worth many times in cases of emergency and illness in families of our employees.

Employees are all given the opportunity to become members of Blue Cross sickness and accident coverage and are also entitled to sick benefits for loss of time due to illness under Metropolitan Insurance Company. Premiums are paid on a 50-50% basis by General Motors and employees.

## POLICY REGARDING DISPERSING OF BLOOD TO EMPLOYEES FROM THE DIVISION'S BLOOD BANK

The Medical Director will approve all applicants for blood. Only employees' husbands, wives and children are eligible to draw from the bank. (In case of unmarried employees, parents, brothers and sisters will be eligible.)

It is important when it becomes known that eligible employees or their families will need blood, that they immediately notify the Medical Department, in order that the proper loan can be made.

While D.T.D. employees will donate blood to eligible employees, professional charge by the doctor administering the blood transfusions must be borne by the patient.

In order that the blood bank does not become bankrupt, blood should be replaced by relatives and friends of recipients as soon as possible.

## OUR SUGGESTION PROGRAM

The Suggestion Plan offers opportunity and incentive to G.M. men and women.

The many worthwhile ideas submitted have contributed materially to our technological progress. These ideas have helped improve the quantity and quality of our products, thus enabling us to give the customer better values. In turn, employee suggestions have served effectively to improve jobs and working conditions for all G.M. men and women.

## PURPOSE OF HYDRA-MATIC

EXPLAINING Corporation and Division policies and aims; NARRATING the history, ideals and traditions of the Division; ENCOURAGING production increase and absenteeism decrease; FURTHERING safety, good housekeeping and scrap control and guarding against fire hazards; PROMOTING Savings Bond buying and Suggestion Plan participation; DEVELOPING closer cooperation and understanding among supervision and employees; PRESENTING news and pictures of individuals and departments to make for wider acquaintance; DISSEMINATING information that may help employees guard against sickness and accidents in order that they may be happier, healthier and more efficient; DEVELOPING a consciousness among employees that their productive jobs, however small and inconspicuous, are vitally needed links in our production; FURTHERING individual pride of accomplishment and thus increasing respect of employees one for the other; ENHANCING employees' esprit de corps by reporting interesting, amusing and enlightening incidents in the lives of employees, their families and friends; ANSWERING for employees and providing for their permanent record the scores of questions that reoccur relative to insurance, savings bonds, wage and salary deductions, medical health and first aid problems and transportation, retirement, housing and recreation; COMBATING harmful rumors by telling the truth about subjects of general interest; SERVING as a connecting link between the Division and military released employees.



MAKERS OF  
HYDRA-MATIC

(Continued from Page 1)

and 1954 brought us new refinements, and our engineers have many more ideas for the future.

In August 1953 our Division suffered the biggest setback any industry could possibly have—total loss by fire. In just 12 weeks we acquired a new plant that was completely reworked for our manufacturing needs, had our machines rebuilt and production was resumed. In 1954 we produced 30.4% of all automatic transmissions built. We have produced 34.9% of all automatic transmissions that have ever been sold.

The reasons behind the Hydra-Matic success are several. First, it is a very versatile transmission. The same basic design covers a wide range of vehicles from the small Nash Rambler to the GMC 6x6 2½ ton truck. While each installation must be accurately calibrated to engine torque characteristics, weight, axle ratio and type of service, it is important to know that with a Hydra-Matic this is possible. With variations in coupling, clutches and valving, we can satisfy every customer's requirements.

Another reason for Hydra-Matic success is due to our rigid adherence to the basic principles set up by General Motors before we started production. Our transmissions must be efficient, durable, safe, and sold at a reasonable cost. Engineering has tried at all times to design these features into the transmission, and manufacturing has conscientiously adhered to these standards.

All of us can be truly proud of our product. It's still on top and it is up to each of us to keep it there.

PRODUCTION SURVEY

The Detroit Transmission's production span in the automobile industry dates back to June, 1939 when the manufacture of Hydra-Matic transmissions was started.

Prior to World War II the division turned out 214,334 of these fully automatic transmissions. (During the war 81,348 automatic transmissions were produced for military vehicles.) Since August, 1945, when peace time production was resumed, through November 23rd of this year we will have produced approximately 5,427,530 civilian Hydra-Matics. Since World War II and up through November 23, 1954 we will have produced approximately 84,341 Hydra-Matic transmissions for military vehicles. Therefore, since our division was founded we will have produced through November 23, 1954 a total of approximately 5,807,553 transmissions.

PRODUCTION MILESTONES OF  
HYDRA-MATIC PASSENGER  
CAR TRANSMISSIONS

- October, 1939—The first Hydra-Matic transmission was shipped on a production order.
- November, 1940—50,000th Hydra-Matic transmission.
- March 24, 1941—100,000th Hydra-Matic transmission.
- September 22, 1947—500,000th Hydra-Matic transmission.
- January 6, 1949—1,000,000th Hydra-Matic transmission.
- June 22, 1950—2,000,000th Hydra-Matic transmission.
- August 7, 1951—3,000,000th Hydra-Matic transmission.
- January 16, 1953—4,000,000th Hydra-Matic transmission.
- March 22, 1954—5,000,000th Hydra-Matic transmission.



Published monthly by and for the employees of the Detroit Transmission Division G.M.C., Ypsilanti, Michigan.

OPEN HOUSE NUMBER Nov. 23, 1954

Howard J. Harvey—EDITOR

ACCIDENTS

(Continued from Page 1)

will cut down the accident rate. The other 99 per cent of the accidents clearly have a man-made cause. If you trace back far enough, you'll find that somewhere, somehow, someone could have done something to prevent these accidents.

Now maybe the fellow who gets hurt isn't the one who was responsible for the accident. In other words, I'm not trying to tell you that you personally can guarantee your own safety all the time. It's true that you may be the victim of someone else's thoughtlessness. But that doesn't mean the accident was due to bad luck—it means someone else down the line was to blame, that someone else slipped up in some way.

Over 21 eyes saved through the use of safety glasses since January, 1952.

Think back to some of the accidents you've seen or heard about. What reasons were given for them? Did someone say the fellow was "careless," that he "didn't watch what he was doing," that he "should have known better?" Sure, we've all heard these explanations, but what they all add up to is that someone did something wrong; did something that could have been done better and safer.



I know a fellow who had a little grinding job to do, and because it would just take a second or so, didn't bother to put on his safety glasses.

He got a little speck of emery dust in his eye and didn't bother to go to the first-aid room to have it removed. And because it bothered him that night, he tried to doctor his eye himself. The result was his eye became infected and he missed over a week's work and almost lost his eye.

If you'd ask him what happened, he'd tell you he had a little bad luck, or that he "happened" to get some dirt in his eye.

648 loans to employees from the DTD blood bank since June, 1950.

But that wasn't bad luck, that accident didn't just happen, it was no act of God. It was just a case of an accident being caused. It wasn't intentional, but it was caused just the same. And it could have been avoided.

For just about every accident, there is some fellow who fouled up. He didn't protect himself, he didn't use the right tool, he wasn't alert, he got griped and lost his temper, he didn't have his mind on his work, he was kidding around—having a little fun—or he took a short cut to save a little time or trouble. And so he or his innocent victim became another accident statistic.

Now, as I said, you can't always avoid an accident because you don't live or work alone. Accident prevention takes teamwork—just like production does. So every one of us has to adopt the attitude that we can stop accidents. We can make this a place where there just isn't bad-luck or tough-break injuries.

GREETINGS TO FAMILIES  
OF EMPLOYEES

HYDRA-MATIC has reached into the homes of employees for over 11 years and it is hoped that it has created interest. To receive it regularly, the latest mailing address is necessary. Extra copies of current and back issues will be mailed upon request. Photos and news items of general interest are welcome. Address: Editor, HYDRA-MATIC, Detroit Transmission Division.

DTD'ers Join In Many Activities and Recreations



LUNCH TIME CARD GAME



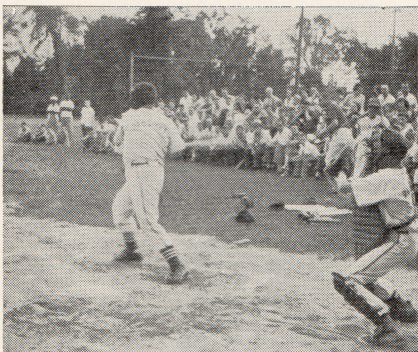
BOWLING LEAGUE IN ACTION



GOLF INSTRUCTIONS



GOLF LEAGUE FLIGHT WINNERS



DIVISION SPONSORED  
"YPSI LITTLE LEAGUE"



BABY SHOWER FOR EMPLOYEE IN CAFETERIA



ANNUAL "GOOD FELLOWS" DOLL DRIVE



BIRTHDAY PARTY FOR EMPLOYEE IN CAFETERIA



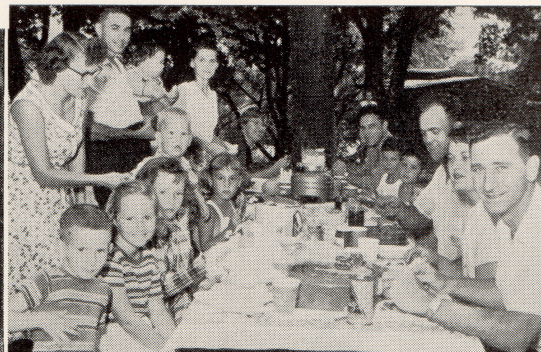
GIRL'S CLUB BAKE SALE  
FOR WELFARE FUND



QUARTER CENTURY CLUB HONOR BANQUET



BOWLING IS POPULAR



MEN'S CLUB PICNIC